

EMPLOYMENT CONTRACT

A. DURATION OF CONTRACT:

The terms of this contract are good for 1 year from _____ (date) and are applicable only during trips that _____ ("Employee") makes with _____ ("Employer") to the United States.

B. JOB DUTIES:

The employee will be expected to carry out the following duties while working for the employer in the United States: _____

C. SALARIES AND BENEFITS

1. SALARY:

The employee will work for ____ hours per week, and the rate of \$_____ per hour, to be paid by the employer once every day/week/two weeks (circle one). The employer certifies that this wage is the same or higher than the prevailing wage for this job category in _____ (city), _____ (state), as defined by the U.S. Department of labor, which is \$_____ per hour. All applicable federal, state and local taxes will be deducted from the employee's salary. The employer will be responsible for paying all federal, state and local taxes that apply to the salary of the employee.

Information on current official prevailing wage rates can be found at www.flcdatcenter.com, a website affiliated with the U.S. Department of Labor.

2. BENEFITS:

The employee will receive the following benefits:

- a) Pay equivalent to 150% of the normal hourly wage for each hour worked above 40 hours in one week;
- b) Payment of medical expenses;
- c) Insurance;
- d) Transportation;
- e) Housing and meals.
- f) Holidays, sick days, and vacation days as appropriate.

3. EMPLOYEE'S RIGHTS:

The employer acknowledges the employee's absolute right to:

- a) Be treated and paid fairly;
- b) Not be held in this job against his or her will;
- c) Keep their own passport, employment contract, and other personal property in their possession, and not have them withheld;
- d) Report abuse without retaliation;
- e) Request help from unions, and immigrant and labor rights groups;
- f) Seek justice in U.S. Courts; and
- g) Contact law enforcement agencies and/or the applicant's diplomatic representation in the United States.

D. TERMINATION OF WORK:

The employer will notify the employee at least 2 weeks before terminating the contract. It is not necessary for the employee to provide any notification before terminating the contract.

E. ONE EMPLOYER:

The employee is not authorized to work for anyone other than the employer named in this contract while in the United States.

F. TRANSPORTATION, ROOM AND BOARD:

The employer will provide room and board to the employee, as well as round trip airline tickets to the United States from the country of residence. None of these expenses can be deducted from the employee's salary.

G. COMPREHENSION:

- _____ (Employee), understands the presented contract and can answer simple questions about the work conditions and requirements.

G. LEGAL AGREEMENT:

The employer agrees to abide by all laws of the United States.

NAME OF EMPLOYER

SIGNATURE

NAME OF EMPLOYEE

SIGNATURE